

# Hawaii MARINE

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## 2/3 ambushed on road

**Sgt. Robert M. Storm**  
*Combat Correspondent*

**KORENGAL VALLEY, Afghanistan** — Marines from 2nd Platoon, Echo Company, 2nd Battalion, 3rd Marine Regiment, Marine Corps Base Hawaii, Kaneohe Bay, were ambushed on Aug. 18, during an extraction following a mission that lasted nine days. The ambush

took place at sundown while Marines were passing through the village Taleban.

“Our platoon’s main mission was to clog up the valley and regulate traffic coming in and out. Over the course of the mission, the platoon moved about twenty kilometers — including the security patrols,” said Staff Sgt. Demetrius King, infantry unit leader, from Washington.

The mission involved three line companies that were conducting security and stabilization operations in the Korengal Valley. The area is notorious for the consistent attacks on coalition forces. The purpose of the increased manpower and security was to conduct a show of force and solidarity for the upcoming elections.

The Marines from 2nd Platoon, leaving the valley to return to base,

were reinforced with machine guns and in the company of 70 Afghan National Army soldiers. At the end of the mission, while traveling in a tactical column on a road that skirted the base of the valley, the platoon was ambushed. They were just two kilometers from the extraction point with coalition forces.

“The road exploded with rocket-propelled grenades and small-arms

fire. Marines immediately dropped their packs and dove for cover on either side of the road and returned fire. At first, I couldn’t tell how many insurgents were attacking. Rounds were coming from everywhere and everything just seemed to be happening in slow motion. It was strange because it almost felt fake. It seemed

*See AMBUSH, A-7*

## ‘Island Warriors’ honor brother

**Sgt. Robert M. Storm**  
*Combat Correspondent*

**ASADABAD, Afghanistan** — Lance Cpl. Phillip C. George, an infantryman who served with 2nd Platoon, Echo Company, 2nd Battalion, 3rd Marine Regiment, Marine Corps Base Hawaii, Kaneohe Bay, died while participating in Operation Enduring Freedom on Aug. 18 in Korengal Valley, Afghanistan.

George was killed when insurgents ambushed his unit during an extraction that followed a nine-day mission. The firefight that lasted for more than an hour took place while Marines were passing through the village Taleban. It is estimated that 20 to 30 insurgents attacked the platoon.

“He was a great friend. He was a serious person who had a very dry, sarcastic sense of humor, but he was fiercely loyal to his friends and family,” said Lance Cpl. Spencer E. Kimball, infantryman, from Flower Mountain, Texas. “He really loved being a Marine.”

George was born on Sept. 3, 1982, in Houston. He enlisted in the United States Marine Corps on Dec. 10, 2002, and reported to Marine Corps Recruit Depot, San Diego, Jan. 13, 2003. After successfully completing Recruit Training, April 11, 2003, he attended the School of Infantry at Camp Pendleton, Calif. After completing his training, he received orders to 2nd Battalion, 3rd Marine Regiment, based at MCB Hawaii, K-Bay.

“George was physically fit, tactically proficient, and one of the top team leaders in the platoon. He was constantly teaching his junior Marines to excel and displayed great leadership,” said Cpl. Anthony Sarmienta, infantryman, from Ennis, Texas. “He was hardcore. He wanted to go to Iraq with Blackwater (an independent security company) after he got out of the Marine Corps.”

His awards include Global War on Terrorism Service Medal, Afghanistan Campaign Medal,

*See GEORGE, A-9*



Sgt. Robert M. Storm

Marines from Echo Company, 2nd Battalion, 3rd Marine Regiment, patrol to the operation area in the Korengal Valley. Echo Company Marines were subjected to a platoon ambush to which they responded with both direct and indirect fire, killing at least two and causing the enemy to break contact.

## Marines conduct election security

**Sgt. Robert M. Storm**  
*Combat Correspondent*

**ASADABAD, Afghanistan** — With an eye toward the future, Marines and Sailors from 2nd Battalion, 3rd Marine Regiment, Marine Corps Base Hawaii, Kaneohe Bay, together with their Afghan National Army counterparts, conducted security operations in the Korengal Valley from Aug. 10 to 20.

In preparation for elections next month, Marines conducted a preemptive attack on known areas of Anti-Coalition Militia activity, and showed local villages that the Marines were there to help. Commanders met with elders at numerous villages and received information on village needs and

suspected ACM activity. The Marines also conducted security patrols to protect the population from the thuggish tactics of local insurgents. According to villagers, insurgents used strong-arm tactics against villagers who did not help them. One village official reported the deaths of 12 citizens after the village denied assistance to insurgent forces.

The Korengal Valley is 400 square kilometers and is well known for the constant attacks against military forces that venture there. Because of the size and difficulty of the terrain, insurgent forces can easily use hit-and-run tactics. Last month the deadliest attack on American forces in Afghanistan occurred when a Special Operations Team was

ambushed, killing 19 service members; and a helicopter was shot down, prompting rescue operations from Marines, soldiers, Sailors, and Afghan National Army forces. In all, 87 service members have been killed during combat operations in and around Afghanistan since the beginning of Operation Enduring Freedom in late 2001.

“These people don’t trust us, and we just have to do our best to show them that we’re here to help them. They’ll learn that we’re better for them than the Taliban,” said Lance Cpl. Peter D. Jones, an infantryman from St. Louis. “They always tell us that there are no insurgents yet we’re always getting attacked every time we come here.”

2nd Battalion, 3rd Marine Regiment, advanced forces on a wide front, attacking the enemy from many different directions and established combined vehicle checkpoints with the Afghan National Police. Forces from 2nd Battalion, 3rd Marine Regiment, were continuously engaged during the operation. Fox Company was engaged in a sustained firefight against an estimated 100 insurgents and Echo Company Marines were subjected to a platoon ambush, to which they responded with both direct and indirect fires, killing at least two and causing the enemy to break contact. Despite the near constant harassing attacks the

*See SECURITY, A-8*

## Hawaii Marines test vehicle prototype

**Pfc. Edward C. deBree**  
*Combat Correspondent*

A new communications device, which will help shorten the time it takes to setup and take down field communications equipment, will soon be introduced to the Marine Corps.

The Mobile Modular Command and Control vehicle is currently under development at Marine Corps Base Hawaii, Kaneohe Bay. The new vehicle is equipped with radios, communication computers, and satellite links. This new device allows communication to be up and running while the vehicle is in motion — something that currently cannot be done.

In order to set up a field com-

munications command, Marines, today, must use three trucks, three trailers, and three Humvees in order to transport the equipment needed to setup to establish communication between command and field units.

“The M2C2 takes all the equipment and condenses it into one Humvee. It saves a ton of time,” said Cpl. Jayson B. Schemenauer, 22, 3rd Marine Regiment. “It allows communication to still be up — even when the vehicle is in motion, which is not possible now.”

Schemenauer went on to explain that all aspects of communication are programmed

*See M2C2, A-7*



Sgt. Robert M. Storm

Friends of fallen 2nd Battalion, 3rd Marine Regiment Marine, Lance Cpl. Phillip C. George, honor him with a traditional open-boot ceremony. George died, Aug. 18, while serving in Afghanistan.



Pfc. Edward C. deBree

Lance Cpl. Joshua P. Johnson, 19, a field radio operator assigned to 3rd Marine Regiment, Marine Corps Base Hawaii, Kaneohe Bay, tests the controls in the new Mobile Modular Command and Control vehicle prototype.



# NEWS BRIEFS

## Base Commander Change of Command

Brig. Gen. (select) Steven A. Hummer will assume command of Marine Corps Base Hawaii, Kaneohe Bay, Sept. 9 at 10 a.m. in a ceremony to be held at Dewey Square. Col. Michael C. O’Neal, who has served as base commander since June 3, will reassume duties as deputy commander, MCB Hawaii.

## End of World War II to be Commemorated

On the 60th anniversary of the formal end of World War II, veterans will commemorate the historic date in Pearl Harbor where America was drawn into the war on the very same vessel where it ended — the battleship Missouri.

The USS Missouri Memorial Association will host “The End of World War II,” a ceremony in honor of all World War II veterans and celebrating the day peace was restored to the world.

The event will be held today, beginning at 8:45 a.m. at the Battleship Missouri Memorial. Space is limited, and preference will be made for veterans.

## JEMS Job Fair

The Joint Employment Management System, or JEMS, will hold its 18th annual Job Fair at Club Pearl on Naval Station Pearl Harbor, Sept. 13, from 11 a.m. to 3 p.m. With more than 100 companies participating, the fair is open all armed forces personnel, Reservists, military retirees, DoD employees with base access, and their families. No children will be admitted, so plan accordingly.

More information is available on the JEMS Web site at [www.JEMSHawaii.com](http://www.JEMSHawaii.com) by clicking on Job Fair/Events. The Marine Corps Base Hawaii point of contact for JEMS information is Roberto Katekaru at 257-7790.

## Construction to Begin on Camp H.M. Smith’s Barrier Wall

Construction of a barrier wall that will extend along Halawa Heights Road, from Camp H.M. Smith’s Main Gate to the “Echo” Gate, back gate, will begin Sept. 12.

The wall will be constructed in phases with each phase affecting 200 feet of fencing. The contractor has obtained a “Street Use Permit” from the State of Hawaii in order to perform this work, and, although the contractor will provide traffic control, drivers using Halawa Heights Road should expect delays until the projected completion date in January 2006.

Contractors will be working on the barrier wall weekdays from 7 a.m. until 3:30 p.m. Deliveries and “noisy” activities will be restricted between the hours of 8 a.m. and 3:30 p.m.

For information, contact Edmund Urabe at 477-8802.

## Hawaii Military COLA Survey

All military, Coast Guard, U.S. Public Health Service and National Oceanic & Atmospheric Administration uniform-service personnel stationed in the state of Hawaii are encouraged to complete a military Cost of Living Allowance survey, sponsored by U.S. Pacific Command, until the end of September 2005.

The Office of the Secretary of Defense requires Headquarters Pacific Command to conduct the survey once every three years to adjust COLA rates for Hawaii uniform service personnel. Service members will have the opportunity to complete the survey over the Internet. Accuracy in completing the survey is critical to the COLA determination process. The Living Pattern survey is available online through September at [www.perdiem.osd.mil/osccla/lps/hawaii](http://www.perdiem.osd.mil/osccla/lps/hawaii).

Point of contact at HQ USPACOM is Eddie Fowler at 477-1396 or e-mail: [eddie.fowler@pacom.mil](mailto:eddie.fowler@pacom.mil).

## Important Phone Numbers

On-Base Emergencies	911
Military Police	257-7114
Child Protective Service	832-5300
Fraud, Waste, Abuse & EEO	257-8852
Business Management Hotline	257-3188
Pothole & Streetlight Repair	257-2380
Base Information	449-7110

# Hawaii MARINE

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# Corps releases results of ‘04 command climate survey

**2nd Lt. Brian P. Donnelly**  
*Headquarters Marine Corps Press Officer*

Racial discrimination within the Corps is on the decline, according to the Marine Corps Equal Opportunity Branch, which released the results of the 2004 Marine Corps Command Climate Survey, Thursday.

The survey results indicate a clear downward trend in racial discrimination since 1994, as well as a very low religious discrimination rate — less than four percent.

“The downward trend is reflective of the commitment that Marine leaders have in executing the commandant’s guidance of, ‘... affording the individual Marine the opportunity to be successful by creating an environment that fosters trust, unit cohesion, and victory on the field of battle.’ Another factor that has led to the decrease includes the increased sense of mission and purpose related to The Global War on Terrorism. Ultimately, however, it is the bonding and cohesion-building that takes place during the “Crucible,” as well as the fact that our Marines are growing up in a society that is more racially diverse and tolerant,” said Col. Anselm Dyer, head, Manpower Equal Opportunity Branch, Manpower and Reserve Affairs.

This survey is a Corps-wide survey that measures Marines’ perceptions of the organization, its leadership, and the current command climate as well as experiences of discrimination and sexual harassment.

“By periodically conducting this type of survey, we are able to gain insights into trends occurring in the equal opportunity arena,” said Deanna Sosnowski, deputy, Manpower Equal Opportunity Branch. “The success of our efforts in addressing these areas depends on the individual Marine, regardless of grade, race or gender.”

Previous surveys were conducted in 1994, 1996, 1997 and 1999.

The most recent survey was conducted from June to October 2004. The results were briefed to the Assistant Secretary of the Navy for Manpower and Reserve Affairs. The Manpower Equal Opportunity Branch reported approximately 2,300 active duty

Marines and 1,700 reserve Marines responded to the survey. Pay grade, ethnic group, and gender to accurately represent the demographic breakdown of the Corps weighted the result.

Marines were asked questions from two broad categories: “Climate and Discrimination” and “Sexual Harassment.” The Climate and Discrimination category included questions about leadership, unit cohesion, career progression, satisfaction with the Corps, the request mass process, discipline, gangs and extremists groups, and discrimination behaviors. The Sexual Harassment category included questions about sexual harassment and gender discrimination.

The survey results indicate positive trends in many important areas, but also highlight areas all Marines can help improve upon.

Colonel Dyer stated, “The good news is that sexual harassment and gender discrimination has steadily declined. However, while sexual harassment still exists in the Marine Corps, the most commonly occurring behaviors are the milder forms, that may be easier for respondents to deal with directly by talking with the individual or having someone speak with the person on their behalf.

**Good news**

Survey results indicate the Corps is improving on many command climate issues, as well as reducing racial gaps.

The demographics of our Corps have seen a steady increase in minorities over the last 10 years. Our Asian and Hispanic Marines see the largest increases overall. This highlights the fact that the Marine Corps has the highest percentage of Hispanics than any other service.

For example, when asked whether they think their command treats them fairly, more active duty, enlisted Marines — regardless of race or gender — said, “yes” in 2004 than in 1999. Among black, active duty, enlisted Marines, the number increased from 71 percent in 1999 to 87 percent in 2004 — an improvement of 16 percentage points over the last five years.

The percentage of active duty Marines who said they experienced racial or ethnic discrimination decreased across the board from 1999 to 2004, which continued a 10-year downward trend. From 1994 to 2004, the percentage of active duty, enlisted Marines who said they experienced discrimination decreased among black Marines from 30 to 10 percent, among Hispanic Marines from 25 to 8 percent, and among Asian and other nonwhite Marines from 26 to 9 percent. The survey results indicate similar trends among active duty Marine officers.

The percentage of Marines who said they experienced religious discrimination was remarkably low — less than 4 percent across the board.

“This trend is attributed to Marine leaders and their commitment to build an environment that values honor, integrity, and caring for their fellow Marines,” said Col. Dyer.

Other positives included career progression — the survey results indicated more Marines agreed the performance evaluation system was fairer in 2004 than in 1999. Results show positive trends in all demographic categories.

**Areas all Marines can help improve**

Although the Marine Corps appears to be making positive strides in many areas, the 2004 survey results also indicate several areas that need improvement.

“Although the statistics show positive results regarding discrimination and harassment, there still remain areas in which the Marine Corps can do better. In particular, it is important that we address the relatively low rate of awareness regarding the Informal Resolution System — a tool that has not realized its potential in resolving minor issues,” said Col. Dyer.

Despite overall positive trends in racial discrimination, about a quarter of active duty, enlisted minorities still reported experiencing negative comments or offensive jokes.

Col. Dyer stated, “Negative comments

See SURVEY, A-9

# Parents reminded to fill out, return Impact Aid survey by Thursday

## Press Release

*Federal Impact Aid For Hawaii Public Schools*

On Wednesday, Hawaii’s public school students will bring home a federal census survey card to be filled out by parents and returned to school the following day. It is extremely important to complete the federal survey cards and return them promptly to your child’s school. The data collected from these forms, to be turned in to the Federal Department of Education, determines the funding received by the Hawaii DOE.

Impact Aid is the Department of Education program that provides payments for a portion of the educational costs of federally connected students. It is intended to replace the tax revenues lost to a community by the double impact of having nontaxable federal property.

Impact Aid is the only federal education program where the funds are sent directly to

the school district — Hawaii is a one-district school system. The funds go directly into the school district’s general fund for operations such as purchase of textbooks, computers, utilities, and payment of staff salaries.

**Why fill out the card?**

1. Federal Impact Aid is a partial reimbursement to the school district for educating federally connected students attending public schools.
2. Families of federally connected students pay less in taxes to the school district than local residents — taxes that fund education.
3. Federal Impact Aid funds pay for teachers’ salaries, school programs, materials, equipment and supplies.
4. Every card not returned means funds lost to Hawaii classrooms, statewide.
5. Hawaii has the highest number of military dependent children per capita in the

nation (greatest impact on local schools).

**Additional local impact of federal funds**

Joint Venture Education Forum: Federal Survey Card results are the only official, current method to determine the military dependent population in a school.

Aside from determining the amount of Impact Aid a school district will receive, military dependent population statistics also determine school eligibility for Joint Venture Education Forum funds, in particular textbook, technology, and repair and maintenance funds.

The larger the military dependent population, the higher the school ranking on the fund eligibility list. These funds will go directly to the students’ schools.

For more information about Joint Venture Education Forum funding, visit [www.pacom.mil/jvef/funding.shtml](http://www.pacom.mil/jvef/funding.shtml).

# Commission wraps up BRAC decisions

**Donna Miles**  
*American Forces Press Service*

**WASHINGTON** — The Defense Base Realignment and Closure Commission wrapped up four days of deliberations in final actions Friday and Saturday by voting to turn Pope Air Force Base, N.C., into an Army airfield and recommending sweeping recommendations to revamp the Air National Guard and consolidate its operations.

The nine-member commission deviated significantly from the Pentagon’s proposed plan to realign the Air Guard, pass-



ing a recommendation that would ensure every state with an existing Air Guard unit would retain at least some Air Guard aircraft.

Specific details of the plan, including charts used in the deliberation, were expected to be released Monday, and DoD officials were reviewing the votes to assess their full impact, if implemented.

The panel also approved moving almost 15,000 U.S. troops from Germany to four stateside bases as part of the Army’s modernization initiative. Gaining posts under the plan will be Fort Knox, Ky.; Fort Bliss, Texas; Fort Bragg, N.C.; and Fort Riley, Kan.

The decisions, made over the course of

four days in Arlington, Va., will be reflected in a final report to be sent to President Bush by Thursday. If he concurs, the president will send the final list to Congress, which can accept or reject it in its entirety, but not change it.

The votes follow months of hearings around the country regarding DoD’s proposal to reshape the military infrastructure and eliminate excess capacity by closing 33 major bases and realigning 29 others.

Defense officials had estimated the plan would save some \$49 billion over the next 20 years, although that figure is expected to alter dramatically based on the BRAC decisions.

# Weekend weather outlook

## Today



**Day** — Mostly cloudy in the morning, becoming partly cloudy by late morning with scattered showers; easterly winds, 10 to 15 mph; 40 percent chance of rain

**Night** — Mostly cloudy with scattered showers; easterly winds, 10 mph; 40 percent chance of rain

High — 84 Low — 74

## Saturday



**Day** — Mostly cloudy, becoming partly cloudy by late morning with scattered showers; easterly winds, 10 to 15 mph; 30 percent chance of rain

**Night** — Mostly cloudy with scattered showers; easterly winds, 10 mph; 40 percent chance of rain

High — 84 Low — 74

## Sunday



**Day** — Mostly cloudy, becoming partly cloudy by mid morning with scattered showers; easterly winds, 10 to 15 mph, gusts to 20 mph; 30 percent chance of rain

**Night** — Mostly cloudy with scattered showers; easterly winds, 10 to 15 mph; 50 percent chance of rain

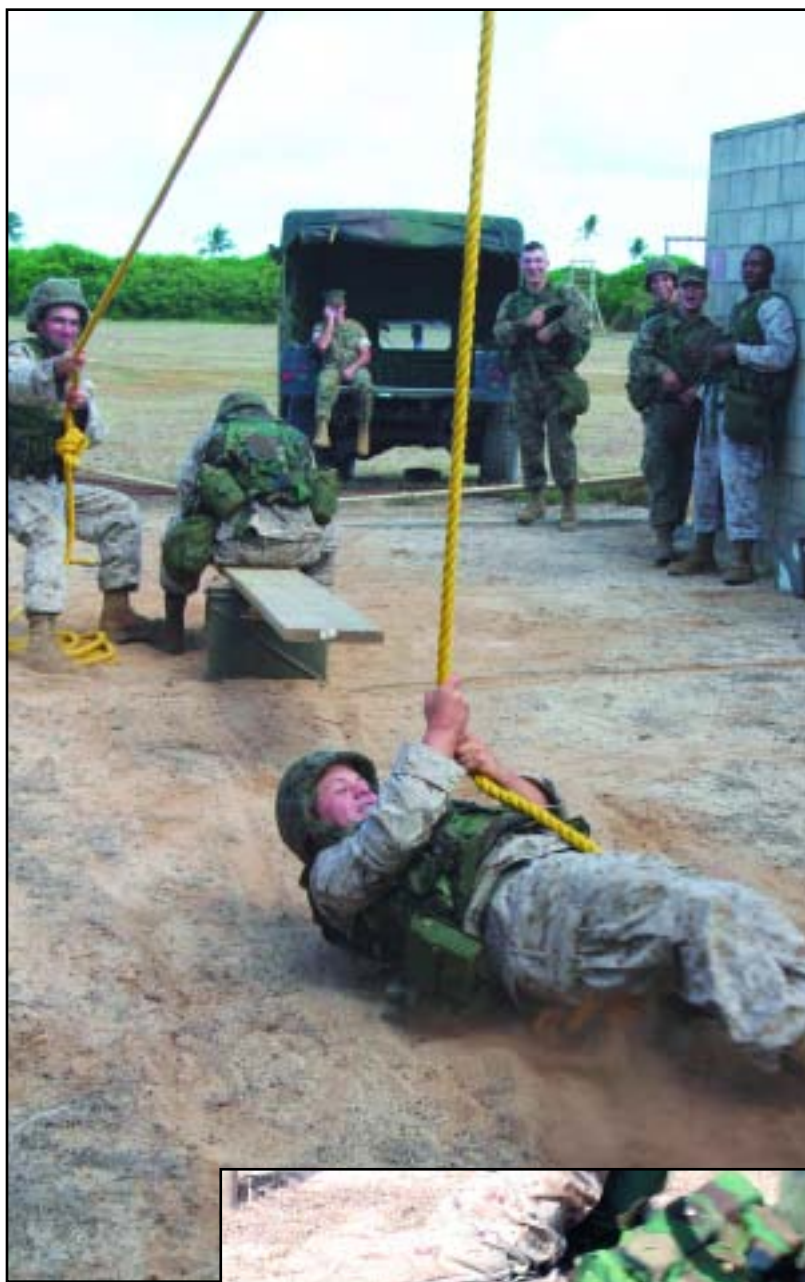
High — 84 Low — 74



# Lead, follow, or get out of the way



Cpl. Arthur Lopez, motor transport operator, Alpha Battery, 1st Battalion, 12th Marine Regiment, ties a knot around a board as his fellow Marines and team members look on in the hopes that this method will work and they will compete the mission before the time runs out. Each obstacle required the Marines, all their gear, and the tools they were provided to cross the obstacle and make it to the other side.



Lance Cpl. Jeremy Worley, cannoneer, Alpha Battery, 1st Battalion, 12th Marine Regiment, laughs as he scrapes the ground while trying to swing across an obstacle while his fellow Marines get a good laugh at his expense, Friday, during a training exercise on Marine Corps Base Hawaii, Kaneohe Bay, run by the Leadership Reaction Course. Throughout the afternoon, Marines could be seen hanging from poles, balancing on wobbly wooden planks, being held up by belts and attempting to swing across the ground only to meet it with a loud thud.

Right — Lance Cpl. Robert Evans, cannoneer, Alpha Company, 1st Battalion, 12th Marine Regiment, lands hard on the ground after attempting to swing across an obstacle, Friday.



Below — Two Marines work together to build a bridge suitable to cross over during a training exercise on Marine Corps Base Hawaii, Kaneohe Bay, run by the Leadership Reaction Course.



## 1/12 Marines brush up leadership skills

**Story and Photos By  
Cpl. Megan L. Stiner**

*Press Chief*

Marines with Alpha Battery, 1st Battalion, 12th Marine Regiment, took on the Leadership Reaction Course aboard Marine Corps Base Hawaii, Kaneohe Bay, Friday.

The course is a relay of different obstacles designed to draw out a team's leadership and teamwork skills, while using ropes, ammunition cans, ladders and other objects to get from one side of the circuit to the other, according to course supervisors.

Teams consisted of several Marines, one of whom was designated the team leader for each obstacle. The teams were given 20 minutes to either finish the event or get as far as possible in the allotted time.

"Each Marine has unique skills and leadership qualities that aren't always easy to notice," said Staff Sgt. Shayne R. Herbert, battery gunnery sergeant, Alpha Company, 1/12. "This course gave each individual the opportunity to show off those skills and assume more of a leadership role."

Although the obstacles were purposely difficult and some weren't solved, the Marines expressed their enjoyment with the course through laughter and jeers, as their fellow Marines came up with different, sometimes awkward, ideas on how to solve the problems that the events posed.

"This training is fun," exclaimed Lance Cpl. Robert L. Evans, artillery cannoneer, Alpha Battery, 1/12. "It also teaches team unity and leadership. It gives us the ability to work with people we don't normally work with."

Some of the tasks required Marines to form human chains in order to get over, under and through different obstacles. Others required them to hang on poles, straddle boards and swing from ropes —



**Ammunition cans were used as tools to help Marines complete some of the various courses in the Leadership Reaction Course.**

some Marines occasionally missed the objective and landed with a thud in the powdery dirt.

"We had extra water for the Marines because of the heat and also a corpsman on site, in case anyone was injured," explained Herbert, a Lafayette, La. native. "Safety is always a priority, and we have two other Marines inside each obstacle who were not performing the event. One acted as the supervisor, and the other was a safety monitor."

Before each event, the supervisor read the course instructions and safety precautions before the teams began the event.

Each course was not only physically and mentally straining, it also took a toll on the Marines' patience when they couldn't complete an event.

"I don't think they felt a sense of failure when an obstacle was not accomplished," said Herbert, 30. "Each event that was not completed gave them knowledge and experience that they carried on to the next event. The Marines would get frustrated at times, but that is part of the difficulty. Most times, they ended up pulling together to find a solution, which is the main objective of the course — promoting teamwork."

According to Herbert, the Marines only participate in this particular training once a year.

"This is good training. It boosts morale and wears on the Marines — physically and mentally," he said. "Each step they make throughout the individual tasks gave them hope that they would succeed and whether the objective was successful or not, I think they realized that they were gaining experience throughout each one, and that was a good thing."

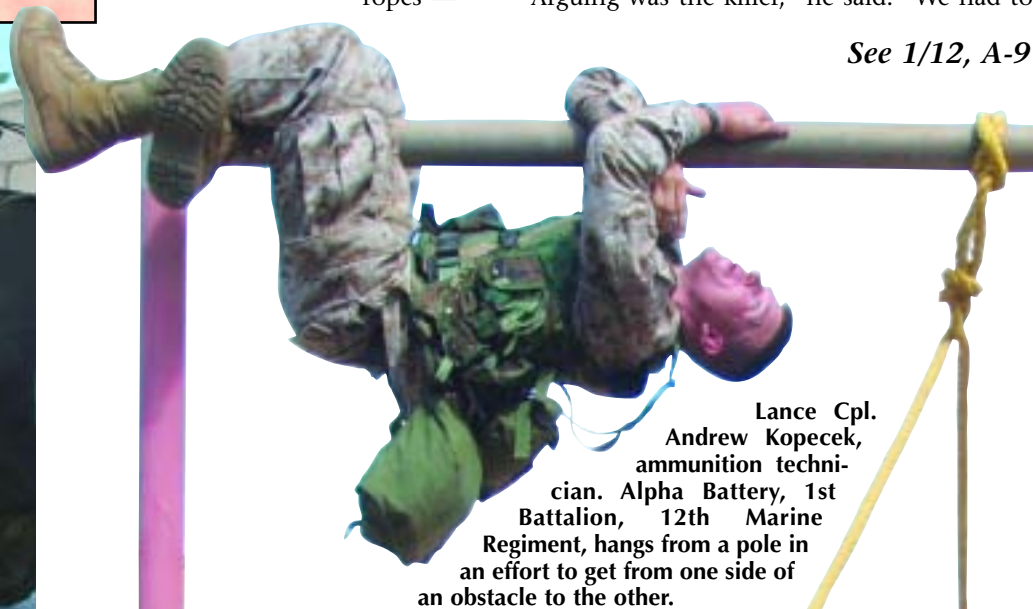
Herbert said that in this job billet, he doesn't always have the opportunity to interact with the Marines as often as he would like, but this training gave him the chance to evaluate each Marine and their leadership styles.

"I enjoy watching them in person and witnessing their strengths firsthand," he explained. "This training gave me the opportunity to personally watch and assess their skills on an individual level."

Evans, 20, explained that teammates disagreeing with each other was one of the most common barriers that held up progress getting through each obstacle.

"Arguing was the killer," he said. "We had to

*See 1/12, A-9*



**Lance Cpl. Andrew Kopecek, ammunition technician, Alpha Battery, 1st Battalion, 12th Marine Regiment, hangs from a pole in an effort to get from one side of an obstacle to the other.**



# 1/3 tests advanced training concepts, new equipment

**Cpl. Heidi E. Lored**  
*Marine Corps Air Ground Combat Center Twentynine Palms*

**MARINE CORPS AIR GROUND COMBAT CENTER TWENTYNINE PALMS, Calif.** — Since the beginning of the Global War on Terrorism, there have been significant changes in the way Marines fight. New technology and tactics put Marines one step ahead to gain the edge over their enemies.

A new tactical concept that will eventually train, equip and empower small unit leaders to act confidently on the mission is currently in experimental stages.

1st Battalion, 3rd Marine Regiment, based at Marine Corps Base Hawaii, Kaneohe Bay, recently spent two weeks in classes and conducted hands-on training under the direction of the Marine Corps Warfighting Lab, using this new concept.

The concept states, “We are harvesting a generation of junior officers and noncommissioned officers who are fully prepared to assume much greater authority and responsibility than is traditionally expected at the small-unit level.”

The operation gives increased decision-making

powers to small units, trained to a higher standard than ever before.

“Distributive operations is an approach that will create an advantage over the opposition through the planned use of separation and coordinated interdependent, tactical actions enabled by increased functional support, as well as by enhanced combat capabilities at the small-unit level,” said John D. Manley, public affairs officer, Marine Corps Warfighting Lab.

The Corps developed distributive operations in response to the rising global threat of terrorists and insurgents.

“Marines fighting the Global War on Terrorism confront adversaries that are adaptive, decentralized and elusive,” the concept states. “In order to maintain our dominance on the battlefield, it is essential that we continuously adapt our methods of warfighting while remaining a flexible, combined arms force.”

Commandant of the Marine Corps Gen.



Cpl. Heidi Lored

**Lance Cpl. Jacob Newman and Sgt. Chris Price, squad automatic weapons gunners with 1st Battalion, 3rd Marine Regiment, watch F/A-18 Hornets drop fire bombs on the “enemy.” The Marines participated in an experiment run by Marine Corps Warfighting Lab that places more responsibility on a small-unit leader than ever before.**

Michael W. Hagee signed the concept for the operations in July, and since then the Warfighting Lab has been developing combat initiatives that will apply to the Corps’ maneuver philosophy.

“Although the concept was signed and is an official commander’s intent, the concept is currently under experimental status. Right now we’re in our second month of an estimated 18-month experimentation phase prior to completion,” said Manley.

The concept proves that Marine small-unit leaders are often capable of making and implementing decisions despite their rank, said Manley. Concept applications provides rifle platoons, squads and fire teams the freedom to operate more independently.

In urban fighting, small units often find themselves out of communication with the rest of the battalion. They need to be able to perform many of the functions usually performed at higher levels, such as calling for fire support.

To conduct distributed operations the Corps will have to improve education, training and equipment of Marines in small-combat units.

“It will require installing a patrolling culture similar to what Marines did in Vietnam when squads patrolled the area far from the rest of the battalion,” states the concept.

One man in each squad would be trained to call fire support. As of now, only three Marines in each battalion are trained for such duties. Enlisted personnel would perform tasks once restricted to officers.

Reducing a squad from 14 to 12 Marines with the extra riflemen moving to Alpha and Bravo command groups would downsize the platoon. The command groups help run the platoon.

Along with the concept of training a Marine to do several jobs, is supplying the Marines with the proper gear. A “riflemen’s suite” of issued equipment is also specified and includes an M-16A4 rifle with a collapsing stock more suited for urban combat, day and night rifle scopes, a bipod for improved marksmanship, a flash suppressor for better location concealment, a better bayonet, a personal radio to allow squad members to communicate over short distances without shouting, and a compass and global position system device.

A flaw noticed during the war was the communications problem seen by ground units. Marine commanders were as much as 50 miles apart from their platoons. As the area of operations became isolated, commanders needed more stable communication ability.

1st Battalion, 3rd Marines, is the first unit to experiment the concept and Manley said that after their training, the Warfighting Lab will train with a unit from the 5th Marine Regiment in order to perfect the operation.

Although still in its infancy, this concept integrates a new doctrine. The force structure, training, equipment and small-unit leader development will provide commanders with a deadlier weapon — an empowered and confident Marine.

“We will preserve our tradition of being most ready when the nation is least ready,” said Hagee. “While this mission is our number-one priority, we also have the responsibility to prepare for the future.”



Cpl. Heidi Lored

**Marines from 1st Platoon, Bravo Company, 1st Battalion, 3rd Marine Regiment, call for air support during a recent training exercise conducted at Marine Corps Air Ground Combat Center Twentynine Palms, Calif. The Marines participated in an experiment through the Marine Corps Warfighting Lab.**

# Labor Day thanks working citizens

**Lance Cpl. Roger L. Nelson**  
*Combat Correspondent*

“Labor Day differs in every essential way from the other holidays of the year in any country,” said Samuel Gompers, founder and president of the American Federation of Labor. “All other holidays are in more or less degree connected with conflicts and battles of man’s prowess over man, of strife and discord for greed and power, of glories achieved by one nation over another. Labor Day is devoted to no man, living or dead, to no sect, race or nation.”

The first Monday of every September was set aside to recognize the labor movement and the American workers who strive to better the economy in the country. This day was created

to give something back to the hard workers who contribute to society on a day-to-day basis and are rarely recognized.

Though the creator of this holiday is unknown, some records indicate that Peter J. McGuire, general secretary of the Brotherhood of Carpenters and Joiners, and a cofounder of the American Federation of Labor, was the first person to suggest the idea of dedicating a day to honor those “who from rude nature have delved and carved all grandeur we behold.”

New York City was the first to celebrate the Labor Day holiday, setting the occasion on Tuesday, Sept. 5, 1882, in agreement with the



plans of the Central Labor Union. The Central Labor Union celebrated the holiday the following year on Sept. 5.

From that day on, the nation continued to give increasing recognition to America’s workers and increasing emphasis was set on Labor Day. The first governmental recognition for the holiday was passed in 1885. The first state bill was introduced into the New York legislature. Oregon was the first to actually pass the law on Feb. 21, 1887.

That same year, four more states, Colorado, Massachusetts, New Jersey and New York created a Labor Day holiday by legislative enactment. Connecticut, Nebraska and

Pennsylvania followed the suit by the end of the decade. By 1894, 23 other states adopted the holiday to honor their workers.

On June 28, 1894, Congress passed an act making the first Monday in September of each year a legal holiday in the District of Columbia and its territories.

Labor Day is now observed in many different ways. Street parades exhibited to the public became the pattern of celebrations of this holiday.

Labor Day has undergone many changes since it was first celebrated in New York City in 1882. Even with all of the changes that have been made, the holiday still has the same meaning to people today as it did then — to give thanks and to pay tribute to the creators of nation’s strength, freedom, and leadership — the American worker.

## September is National Food Safety Education Month

**Warrant Officer 1st Class  
Budd A. Dodge**

*Central Pacific District Veterinary Command*

The U.S. Army food inspector’s official military title is 91R, veterinary food inspection specialist. His mission is to protect the health of the public, which includes military members, their families, Reservists, DoD employees, retirees, and anyone else authorized to shop or eat food on military installations. In addition, they help to look out for the financial interests of the United States Government and its procurement of food items.

The position of Army food inspector falls under the veterinary field and that is a long story in itself. Inspectors are the DoD executive agents for inspecting food for the U.S. Army, Navy and Marine Corps. Here in Hawaii, they are responsible for inspecting all food delivered to military bases and other locations on Oahu, Kauai, Maui, Big Island, and even American Samoa.

The food inspectors have offices in all the major Defense Commissary Agency commissaries where they spend most of their day inspecting deliveries and performing walk-through inspections of the numerous commissary departments. Having a food-inspection office located at the commissary allows the inspector the best opportunity to inspect the foods being delivered to the store. Keep in mind that commissaries handle approximately 75 percent of all the food delivered to each installation. Although having their office at

the commissary helps, it does not stop them from traveling to visit and inspect foods at the shoppettes, exchanges, food courts, MCCS-sponsored restaurants; contracted restaurants such as Burger King, McDonalds, etc.; child development centers; and Navy ships, just to name a few.

The food inspector’s workday begins at the commissary with the first delivery that arrives at around 6 a.m. and continues throughout the day with several deliveries each day. During these deliveries, inspectors verify proper delivery temperature and proper quantity and quality of items that originate from an approved food source and countless other checks. Between deliveries customers can find inspectors walking the commissary sales floor, checking cooler and freezers temperatures; checking each store department to ensure proper food-handling and personal-hygiene practices are being followed; checking that food items on the sales floor are in proper condition; and ensuring that customers, who may have questions regarding foods sold in the commissary, are provided assistance. Customers can recognize the food inspector — they are the ones who are wearing the white lab coat and beret, indoors. If they don’t see the inspector and want to talk with one, they simply ask a commissary representative to page them.

One of their numerous missions, and perhaps one of their most important jobs at the commissary, is to take care of customers’ complaints about food items. When customers



## Sailor citizen

Above — Navy Airman Mariano Tamondong (center), assigned to Patrol Squadron 47, displays his American Citizenship Certificate while fellow squadron members look on. Tamondong swore an oath of allegiance in the District Court of Hawaii after having completed the required two-year process of becoming a U.S. citizen.

Right — Navy Airman Mariano Tamondong, from Patrol Squadron 47, home-based at Marine Corps Base Hawaii, Kaneohe Bay, completes paperwork for a military passport the day after gaining United States citizenship. Tamondong, a native of the Philippines, is assigned as a Navy aviation maintenance administrationman who, since gaining his citizenship, will now be able to be promoted to petty officer third class. Tamondong said he wanted to become an American citizen before his upcoming deployment.



Photos By Petty Officer 2nd Class Jennifer L. Bailey

See **FOOD**, A-9



# Squadron executes mishap drill

## HSL-37, base agencies simulate aircraft accident

**Cpl. Megan L. Stiner**  
*Press Chief*

Marines, Sailors and civilians gathered at Landing Zone Boondocker aboard Marine Corps Base Hawaii, Kaneohe Bay, Friday, to participate in an aircraft mishap drill, executed by Helicopter Anti-Submarine Squadron 37, that was designed to prepare personnel for the unlikely event of a future aircraft accident. The drill provided essential information to base units and outside agencies about the steps that will be taken in the future, should the base experience an aircraft-related accident or incident.

The scenario that was run Friday involved a helicopter crash at LZ Boondocker. Navy Lt. Mike Therrien, at the Marine Corps Air Facility tower, initiated the drill with a call to HSL-37’s duty office.

Once the squadron was notified, their mishap plan was initiated and other units and agencies rendezvoused at the crash site.

Navy Lt. Jennifer Hardman, staff duty officer, coordinated the squadron’s response which included simulating the required voice reports and message notifications to the chain of command and outside agencies.

“We spent nearly two-weeks calling and arranging the event,” said Lt. Cmdr. Colin S. Smith, safety officer, HSL-37. “Everyone was really receptive though, and we had a good turnout of agencies.”

Personnel taking part in the mishap

drill included individuals from the Provost Marshal’s Office, Public Affairs Office, Base Chaplain’s Office, Base Safety Center, Base Clinic, Fire Department, Honolulu Police Department, Navy Occupational Safety and Health Department, Combat Camera, and members of HSL-37’s mishap board, led by Cmdr. Neil Karnes, the squadron’s executive officer.

During the drill, squadron members assigned to HSL-37 were assembled in the squadron’s hangar where Commanding Officer

Cmdr. Patrick Molenda talked with them about the importance of the drill and the seriousness of responding correctly to aircraft mishaps. Molenda also emphasized the importance of preventing accidents.

Once everyone was on site, each agency discussed the scenario and what action they would take in the event that an actual aircraft mishap. Questions regarding the input from the representatives were asked and methods were discussed.

“In my opinion, this was an excellent drill,”

said Smith, a Fairfax, Va. native. “Everyone was willing to get involved and offer suggestions that helped us form a more accurate idea of what we need to do to prepare and how to react in case of an actual emergency.”

After the initial reaction, an outline that detailed the steps that would be taken in the event of an aircraft mishap was consulted and roles were discussed, participants were given a brief on the safety gear and tools made available by HSL-37 from their mishap kit.

“Some of the best suggestions were introduced when we were discussing the mishap kit,” explained Smith. “Major items that came up were respirators and protective clothing. We don’t have enough to accommodate everyone that will be at the site, so we are taking that into consideration.”

Individuals were also reminded of the extra precautions they would have to take for other mishap scenarios, such as fuel leaking, tending to survivors, debris falling in housing areas, drifting smoke and how to respond if outside media or observers were present on the site of the mishap.

Although this was only a drill, many of the agencies that participated, as well as squadron personnel, agreed that they gained important information regarding their reaction to an actual accident — which was the intention of the mishap drill.

“I think everyone involved in the drill walked away with a little bit more knowledge than when they came,” said Smith. “The goal of the drill was for involved agencies to meet face-to-face with each other’s agency representatives and form a connection that will expedite the reaction process in case a future mishap actually occurs.”



Cpl. Megan L. Stiner

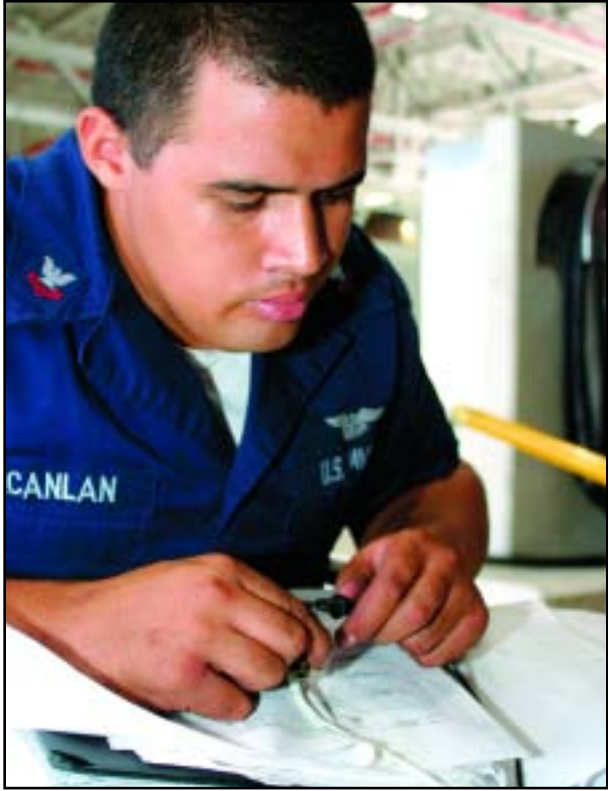
Lt. Cmdr. Colin Smith (left), and Navy Lt. Ed “Doc” Sellon, from Helicopter Anti-Submarine Squadron 37, review the contents of the toolbox they brought to a mishap drill aboard Marine Corps Base Hawaii, Kaneohe Bay, Friday. This and other gear would be brought on site in the event that a helicopter crash occurred on K-Bay or the surrounding area.

“quotable”

“In three words I can sum up everything I’ve learned about life: It goes on.”  
— Robert Frost



## Good connection



Petty Officer 2nd Class Jennifer L. Bailey

**Petty Officer 2nd Class Tommy Scanlan, an aviation electrician's mate assigned to Patrol Squadron 47, checks the Navy Publication Manual, Electrical Interconnections Wiring Data, while he ensures a plug has proper connectivity for wires in a P-3C Orion engine. Members of VP-47 are currently making deployment preparations.**

### AMBUSH, From A-1

like it was going to last forever, and at the same time, it was moving so fast, you didn't have time to be afraid. You just reacted the way our training taught us," said Cpl. Salvatore Cirencione, an infantryman from Freehold, N.J.

Previously, insurgents in small groups of two or three would fire at Marines and then quickly fade into the hills and backcountry. This time, the insurgents were firing at the Marines from three positions, using advanced ambush tactics.

They used a pile of rocks placed in the middle of the road as a range marker for their initial volley and fired from both sides of the high ground toward the Marines. The insurgents also fired from ground level toward the front, after the Marines' attention was drawn toward the rear. The Marines were dangerously exposed to enemy fire from all directions. Finding adequate cover was nearly impossible. The insurgents also fired mortars against the Marines during the hour-long firefight. In after-action reports on the ambush, it was estimated 20 to 30 insurgents attacked the platoon.

"During the initial volley, I thought for sure that I was

going to get hit because there were so many rounds flying all around, and we were taking fire from every direction. I could see impacts all around me and could hear rounds screaming by," said Lance Cpl. Erick Gutierrez, infantryman, from Los Angeles, Calif. "I was surprised that the

fight lasted an hour. Usually they just hit and run, but this time they actually seemed to want to throw down."

Marines confirmed the death of at least three insurgents and recovered ammunition and other sources of intelligence after the attack.



Sgt. Robert M. Storm

**Sgt. Caleb G. Brown (left), squad leader, from Colfax, Calif.; Lance Cpl. Jared N. Carlson (center), infantryman, from Koror, Palau and an Afghanistan interpreter are ready to fire after being ambushed.**

### M2C2, From A-1

onto a laptop, which makes it easier to set up a communications link.

Computers on the M2C2 also contain a chat program, which will be used in the field between the units and the command. M2C2 contains a command and control computer that tracks every vehicle and unit on a map and transmits the information to headquarters. One device on the vehicle is the TalkNet radio. This radio allows the M2C2 to talk to all radios

in the area from one microphone.

"The M2C2 also supplies its own power," said Fresno, Calif. native, Cpl. Brenton D. Phillips, 21, a small-computers specialist assigned to Headquarters and Service Battalion, 3rd Marine Regiment, Communications. "It contains three, two-hundred and seventy-five watt power generators that powers everything in the vehicle. Now we would never have to turn things off."

The M2C2 also extends the range of radios during operations in a field environment with-

out the need for any extra equipment. That is a feature which has proven to be time saving out in the field.

"This will open up a huge number of radio possibilities," said Schemenauer, a Kalamazoo, Mich. native. "This is exciting. This will be the first one that will actually be tested out in the field."

On Aug. 25, Rear Adm. Jay M. Cohen, Chief of Naval Research and Assistant Deputy Commandant, Headquarters Marine Corps, Quantico, Va., made a visit to K-Bay to oversee

the current development of the M2C2 prototype. Cohen sat down with contractors and developers and asked about the vehicle's status and what could be done to make it better.

"I keep using the phrase, 'This vehicle is like a Swiss Army knife to us,'" said Master Gunnery Sgt. Mark E. Clemmons, communications chief, III Marine Expeditionary Force. "It has so many things that it can do."

The M2C2 is currently under development. No date has been set to utilize the vehicle for military operations.



SECURITY, From A-1

Marines displayed unwavering resolve in their efforts to help the people of Afghanistan.

According to Lt. Col James Donnellan, commanding officer, 2nd Battalion, 3rd Marines, “Our goal going into the operation was to disrupt the insurgents’ ability to interfere with the upcoming elections. We clearly accomplished that goal.

“We also worked, for the first time, at the battalion level with our ANA counterparts, which was a tremendous experience that will serve us well in future operations. We showed the enemy that we can operate in the rugged mountainous terrain as well as on the valley floors.

“The Marines, soldiers and Sailors performed exceptionally, and the insurgents now know that Task Force Koa will be relentless in pursuing them — wherever they may hide.”



Sgt. Cooper Evans

Marines with First Platoon, Fox Company, 2nd Battalion, 3rd Marines, send a volley from an 81mm mortar down-range, after their sister platoon was attacked during Operation Whalers in the Chawkay Valley in the Kunar Province, Afghanistan, Aug. 13.



Sgt. Robert M. Storm

Lance Cpl. Alberto Lopez, infantryman with 2nd Battalion 3rd Marine Regiment, from El Paso, Texas, pauses during a patrol. Marines and Sailors from 2/3, together with the Afghan National Army, conducted security operations in the Korengal Valley, Aug. 10 to 20.



An unexploded improvised explosive device rests between rocks in the Korengal Valley, Afghanistan. Marines with 2nd Battalion, 3rd Marine Regiment, battled insurgents and dodged IEDs during a recent patrol in that area.

Sgt. Robert M. Storm



1/12, *From A-3*

really pull together and work as a team to perform the tasks quickly and effectively. Arguing held us back — at times. More often than not, though, we eventually put disagreements aside and worked towards one common goal.

“This is great training,” Evans admitted.

Although this training is not conducted very often, the Marines will take the skills and knowledge they gained from this training with them throughout their time in the Corps. The training will also serve as a reminder that teamwork is key.

“Not very often do the Marines get a chance to show off their skills while working in a team-oriented environment,” said Herbert. “I recommend this training for any unit that is looking to improve leadership and teamwork skills. It gave me insight to my Marines and provided them with the opportunity to take control and work together to get the tasks accomplished.”

*GEORGE, From A-1*

Good Conduct Medal, National Defense Service Medal, and the Bronze Star Medal.

“George went above and beyond any expectations that I had of him. He accomplished every task given him — no matter how small,” said Lt. Christopher R. Hagan, platoon commander, from East Greenwich, R.I. “He made an extraordinary effort to learn the necessary local phrases that would help out the unit. He outdid me on how much he learned.”

George is survived by his parents Carson George and Penny George.

*SURVEY, From A-2*

and offensive jokes have the same potential to detract from mission readiness as do more serious offenses. Command Equal Opportunity Advisors and Equal Opportunity Representatives have the training and experience to educate and train Marines on the negative impact of these actions. It is within this capacity that they are able to most profoundly impact command climate, because it is often the small issues that tend to degenerate into larger ones. Only through increased awareness and education will we be able to further create a desirable environment that is free of prejudice, disrespect and mistrust. The commandant’s guidance is very clear on this point that he will ... not tolerate behavior inconsistent with our core values of honor, courage and commitment.”

**Sexual Harassment and Gender Discrimination**

Survey results within the Sexual Harassment category also indicate both positive trends and areas that need improvement.

Compared to results from 1995, active duty, female sexual harassment rates declined for both officers and enlisted personnel. Among

*FOOD, From A-5*

have a complaint about a food item, they can return the food item to the customer service department at the commissary and fill out a DeCA Form 40-45, Food Quality Report, which details the product information: when it was

officers, the number was down from 54 percent in 1995 to 13 percent in 2004, a decrease of more than 40 percentage points.

Part of the downward trend may be attributable to successful education on identifying sexual harassment. Greater than 90 percent of all groups surveyed reported they know what behaviors are considered sexual harassment, and a majority said they believe sexual harassment training is useful in their work environment.

Although sexual harassment appears to be on the decline, close to a third of enlisted women reported experiencing some form of gender discrimination. The most frequently reported offenses are more minor forms — jokes and teasing, for example. Although it is good that serious forms of sexual harassment and discrimination appear to be occurring less often, Marines must work diligently to eliminate all forms, said Master Gunnery Sgt. Whitney, senior equal opportunity advisor, Headquarters Marine Corps.

All forms of discrimination will continue to see declines only through the concerted efforts of equal opportunity training and education as well as leading and mentoring individuals toward a discrimination-free environment.

The survey results also indicated that many

sexual harassment offenses might be going unreported. Although most women said they would feel free to report sexual harassment, fewer than 20 percent of those sexually harassed actually filed a complaint.

Col. Dyer said, “Sexual harassment, along with any form of discrimination or harassment, will not be tolerated. However, in order to effectively address these issues, all individuals who encounter this situation must report the offense. If a case is not reported, then it cannot be addressed, which has the potential to send the wrong message, that message being that this type of activity is condoned.”

**Where to go from here**

In closing, Col. Dyer emphasized the commandant’s position on equal opportunity, when he said, “As the commandant has stated, ‘Commitment to equal opportunity enhances unit cohesion and our war-fighting superiority.’ The significance of this is evident, particularly today, as we continue to fight in the Global War on Terrorism. Our overall success will depend on our continuing ability to provide our Marines with a prejudice-free environment that builds trust and unit cohesion consistent with our core values of honor, courage, and commitment.”

make them sick. It is the Army food inspectors’ job to serve and protect the consumer, but without his or her help, at times, doing this can be very challenging.

Remember that September is National Food Safety Month. Be comforted in knowing the Army food inspectors are on the job.